

Message Text

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ACTION EA-09

INFO OCT-01 ISO-00 CIAE-00 DODE-00 PM-04 H-02 INR-07 L-03

NSAE-00 NSC-05 PA-01 PRS-01 SP-02 SS-15 USIA-06 OMB-01

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R 180220Z DEC 75

FM AMEMBASSY MANILA

TO SECSTATE WASHDC 458

C O N F I D E N T I A L MANILA 17670

E.O. 11652: GDS

TAGS: ELAB, RP

SUBJECT: STATUS OF CBA NEGOTIATIONS

REF: CINCPACREPPHIL SUBIC BAY 160919Z DEC 1975

FOL TEL SENT ACTION CINCPACFLT MAKALAPHA HI
INFO CINCPACAF HICKAM AFB HI CDRUSACSG MOCG PE FT
SHFTER HI CINCPAC HONOLULU HI AAFES HONOLULU HI
OOMM FD PEARL HARBOUR HI THREE COMBAT SUPPORT
GROUP CLARK AB RP THIRTEENTH AIR FORCE CLARK
AB RP PHILIPPINE REGIONAL EXCHANGE CLARK
AB RP AMEMBASSY MANILA OOMM PFD SUBIC BAY OFFICE RP
REPEATED FOR YOUR ACTION/INFO
QTE C O N F I D E N T I A L//N12000//
SUBJ: STATUS OF CBA NEGOTIATIONS
REF (A) CINCPACFLT 060237Z NOV 75
(B) CINCPACFLT 060134Z DEC 75

1. SUMMARY OF THE WEEK 8 - 12 DEC. AFTER NO PROGRESS ON MONDAY AND
TUESDAY, THE DISCUSSIONS ON WEDNESDAY INDICATED THAT FINAL AGREEMENT
COULD BE REACHED BY 12 DEC. BASICALLY THE FEDERATION WOULD GIVE UP
THEIR DEMANDS FOR BINDING ARBITRATION AND ELIMINATION OF PARTON SER-
VICE CLASSIFICATION. THEY WOULD ACCEPT ALL COMPENSATION ITEMS AS THEY
CURRENTLY EXIST, INCLUDING THOSE NOW BEING CONSIDERED BY JLPC,
PROVIDING THE SECTION ON TECHNICAL SURVEYS WOULD FOLLOW THE GENERAL
WORDING OF THE BASE LABOR AGREEMENT. ADDITIONALLY, THEY WANTED TO
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ELIMINATE ANY REFERENCE TO THE EMPLOYEE CLASSIFICATION "INTERMITTENT"

WITHIN THE CBA, EVEN THOUGH THEY SEEMED TO ACCEPT THE FACT THAT SUCH A CLASSIFICATION WOULD EXIST. IN RETURN THEY WANTED A ONE-TIME SIGNING BONUS TO UNION MEMBERS ONLY ALONG WITH DUES MAINTENANCE FOR THE LIFE OF THE CONTRACT. ON THURSDAY MORNING IT WAS SOON APPARENT THAT THE FEDERATION WAS WITHDRAWING FROM THEIR POSITION ON WEDNESDAY AND GAVE WHAT THEY CALLED A FINAL POSITION WHICH INCLUDED CHANGES IN SOME COMPENSATION ITEMS, A FORM OF BINDING ARBITRATION, AND THE COMPLETE ELIMINATION OF USE OF INTERMITTENT EMPLOYEES BY THE U.S. BASES. IF THIS POSITION WAS NOT ACCEPTED BY THE U.S. TEAM, THE FEDERATION PROPOSED A RECESS IN NEGOTIATIONS UNTIL AFTER THE FIRST OF THE YEAR. THE U.S. TEAM REJECTED THE FEDERATION'S FINAL POSITION AND AGREED TO RECESS UNTIL 6 JAN 1976 WITH THE UNDERSTANDING THAT ALL UNSIGNED PROPOSALS WERE WITHDRAWN.

2. INFORMAL JOINT COMMITTEE MEETING. SUBSEQUENT TO THE BREAKDOWN IN NEGOTIATIONS ON 11 DEC, IT WAS DISCOVERED THAT ON 6 DEC, THE FEDERATION PRESIDENT AND CHAIRMAN OF THE FEDERATION NEGOTIATING PANEL, DR OCAMPO, HAD WRITTEN A LETTER TO GOP DEPT. OF LABOR UNDERSECRETARY INCIONG OUTLINING THE MAJOR ISSUES INVOLVED AND REQUESTING INTERCESSION OF THE DEPT. OF LABOR IN THE CASE. ON 9 DEC, UNDERSECRETARY INCIONG RE-QUESTED AN EARLY MEETING OF THE R.P.-U.S. JOINT LABOR COMMITTEE. THIS MEETING WAS HELD ON AN INFORMAL BASIS ON 15 DEC. AFTER A VERY GENERAL DISCUSSION OF THE ISSUES, INCIONG STATED THAT THE REAL PROBLEM WAS IN THE DISCIPLINE SYSTEM. WITHOUT USING THE TERM BINDING ARBITRATION, HE SAID THAT EMPLOYEES NEEDED SOME REASSURANCE THAT WHEN A COMMANDING OFFICER DID NOT ACCEPT THE UNANIMOUS RECOMMENDATION OF AN ARBITRATION BOARD, SOME FURTHER CONSIDERATION WOULD BE RECEIVED. CONSIDERING THE FACT THAT HE HAD MET WITH DR. OCAMPO JUST PRIOR TO THE JOINT COMMITTEE MEETING, IT IS SIGNIFICANT THAT INCIONG'S VIEW IS THAT IF THE DISCIPLINE SYSTEM COULD BE IMPROVED, ALL THE OTHER ISSUES WOULD NOT BE A PROBLEM, NEGOTIATIONS COULD RESUME IMMEDIATELY AND FINAL AGREEMENT SHOULD BE REACHED PRIOR TO 25 DECEMBER. THE U.S. REPRESENTATIVES AGREED THAT IT MIGHT BE USEFUL TO FURTHER DISCUSS THE ISSUE AT THE NEGOTIATING TABLE AND TO PRESS ON TO FINAL AGREEMENT.

3. THE FEDERATION AND U.S. CHAIRMEN HAVE AGREED TO RENEW DISCUSSIONS AT 1300 WEDNESDAY, 17 DEC, ABOARD THE U.S. NAVAL BASE, SUBIC BAY.

4. FOR INFORMATION, AT A GENERAL MEMBERSHIP MEETING OF UNION MEMBERS AT CLARK AIR BASE ON SUNDAY 14 DEC. DR. OCAMPO IS REPORTED TO HAVE STATED THAT HE HAD WRITTEN A LETTER TO THE PRESIDENT OF THE REPUBLIC OF THE PHILIPPINES REQUESTING PERMISSION TO CALL A WORK STOPPAGE

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ABOARD THE U.S. BASES IF NECESSARY. IT IS KNOWN THAT HE WAS SUMMONED TO A MEETING AT MALACANAG PALACE TODAY, 16 DEC.

5. I VIEW THE POSITION OF SECRETARY INCIONG THAT THE DISCIPLINE SYSTEM IS THE MAJOR ROADBLOCK TO FINAL AGREEMENT WITH SOME SKEPTICISM. CERTAINLY THE FEDERATION HAS ALWAYS INDICATED THAT COMPENSATION, NOT DISCIPLINE, WAS THE MAJOR ISSUE. WHILE I DID NOT AGREE WITH SECRETARY INCIONG ON ANY FORM OF BINDING ARBITRATION, I DO THINK WE SHOULD EXPLORE THE FEASIBILITY OF PROVIDING A LEVEL OF REVIEW ABOVE THE

COMMANDING OFFICER WHEN HE FEELS COMPELLED TO REJECT THE UNANIMOUS RECOMMENDATION OF AN ADVISORY ARBITRATION PANEL WHICH WOULD INCLUDE A MANAGEMENT REPRESENTATIVE. IF THEY INSIST ON BINDING ARBITRATION, NEGOTIATIONS WILL BE READJOURNED AT ANY RATE, I FEEL IT IS TO OUR ADVANTAGE TO CONCLUDE SOON AND WE SHOULD CONTINUE TO DISCUSS THE PROBLEM WITH THE FEDERATION IN VIEW OF THE GOP'S APPARENT DESIRE TO CONCLUDE THESE NEGOTIATIONS AS SOON AS POSSIBLE. IN ORDER TO MAKE THESE DISCUSSIONS PRODUCTIVE, THE U.S. NEGOTIATING TEAM REQUESTS THE FOLLOWING:

- A. EXTENSION OF THE PARAMETERS CONTAINED IN REF A AND B UNTIL 24 DEC.
 - B. AUTHORITY TO PROVIDE A SIGNING BONUS FOR UNION MEMBERS ONLY. THE OBJECTIVE WOULD BE TO SPREAD THE BONUS IN EQUAL AMOUNTS OVER THE LIFE OF THE CONTRACT.
 - C. EARLY DETERMINATION BY THE JLPC OF THOSE ECONOMIC ITEMS NOW BEING CONSIDERED.
- GDS-81 UNQTE

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